

## **Finedon Schools**

*Finedon Mulso CE Junior School and Finedon Infant School*

### **Anti Bullying Policy**

#### **Rationale behind the policy:**

**All** members of a school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self esteem, emotional and mental health, which in turn prevents them from developing to their full potential and can seriously affect their life chances.

Bullying, in any form, will not be tolerated at our schools. Following consultation with the children, staff and governors of the schools, we have formulated this policy as we want our schools to be safe and happy environments for everyone.

#### **Aims**

- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

#### **Our school's definition of bullying:**

Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to a weaker person. It is a conscious decision to hurt, threaten or frighten someone else.

At our school the children recognise bullying as an action that happens

Several  
Times  
On  
Purpose

In response to which they should

Start  
Telling  
Other  
People

#### **Bullying can take many forms. It can be:**

**Physical** – hitting, kicking, punching, pushing, and damage to belongings.

**Direct Verbal** – teasing, name calling, sarcasm, insults, racial, religious, cultural or sexual remarks, swearing offensive or threatening language. Remarks regarding physical ability or appearance or academic ability.

**Relational** – ignoring someone, excluding someone from a group, spreading rumours or stories, damaging property, writing nasty letters, or by phone / computer.

**Cyber-bullying** – including text messages, emails, blogs, msn, chat rooms etc.

Bullying in the form of emotional or psychological aggression is less apparent but extremely painful and can be damaging to victims.

Any member of the school community can be bullied – pupils or staff. They may be bullied by other pupils, parents or other staff.

Pupils/staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

**Bullying is not:**

- Friends falling out, calling each other names, or not talking to each other
- A sudden act that is done in temper
- An argument
- The repeat of an incident that happened years ago
- A single word, act or deed of unkindness

**Our proactive strategies to prevent bullying include:**

- We are "listening and telling" schools. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.
- The issue of bullying will be raised in school assemblies and in lesson time, through the teaching of our PSHE lessons, in order to maintain awareness of the issue. Year 6 children will have direct teaching about cyber-bullying, including safe use of the Internet and PHSE lessons on the form and consequences of cyber-bullying. (This is a growing concern as this type of bullying is often initiated outside school and can be continued in school or lead to other types of bullying.)
- Our positive behaviour management strategies promote a responsibility for consideration of others.
- Every opportunity to promote whole school initiatives such as anti-bullying day, theatre productions and external speakers will be taken.
- The school will ensure that the anti-bullying message has a high profile.

- Our playground is well equipped with games and activities that promote inclusion.
- All staff, including lunch time supervisors, work to ensure inclusion and promote kind behaviour.
- Parents and the community will be encouraged to actively support the policy by signing the home-school agreement and supporting the Schools Behaviour Policy.
- The School Council will include anti-bullying measures as an agenda item once a term.
- The Governing Body of each school and Headteacher will monitor bullying via staff meetings, monitoring proformas from pupils and staff and auditing the results of pupil questionnaires on bullying and school practice.
- All staff will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. The policy will be discussed and distributed to all new staff as part of our Induction Package.

### **If you come across bullying what can you do?**

#### **First steps: do-**

- Remain calm, you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
- Take the incident seriously
- Take action as quickly as possible
- Think hard about whether your action needs to be private or public – who are the pupils involved?
- Reassure the victim(s), don't make them feel inadequate or foolish
- Offer help, advice and support to the victim(s)
- Make it plain to the bully that you disapprove
- Encourage the bully to see the victim(s) point of view

#### **Involving others: do-**

- Inform the class teacher, Deputy Headteacher or Headteacher
- Inform colleagues if the incident arose out of a situation where everyone should be vigilant e.g. unsupervised toilets
- Inform both sets of parents calmly, clearly and concisely, reassure both sets of parents that the incident will not linger on or be held against anyone

#### **Final steps: do-**

- Make sure the incident doesn't live on through reminders from you
- Try to think ahead to prevent a recurrence of the incident, if you uncover the trigger factor
- Ensure all incident forms are completed

### **What we will do if bullying is reported**

- In the event of a bullying allegation, staff will gather evidence and consult with the head if necessary.

- In all cases details of the incident and action taken will be recorded (see appendix). Parents of both the victim and bully will be kept fully informed.
- If it is a serious incident temporary or permanent exclusion will be considered after a full review of the facts.
- Bullying incidents will be logged and monitored on a termly basis by the Head. Any resulting information will be given to the Governing Body as part of the Head's Report.
- The Federated Schools Joint Curriculum Committee of the Governing Body will have responsibility for maintaining an overview of behavioural and bullying issues.
- Follow up actions may include Social Skills support groups, careful observation of all children involved, regular meetings with children / parents. Children who persist in showing bullying behaviours may be put on an IEP, have their own individual consequence / reward system, and if the bullying behaviours still continue the child would be temporarily excluded. A final consequence would be permanent exclusion.
- Children who have been victims of bullying behaviours will be supported to restore self-esteem and confidence. Children who have shown bullying behaviours, will be helped by attending Social Skills sessions and establishing a need to change.
- Any complaints from parents or other members of the public would be dealt with promptly by the appropriate member of staff; probably the Head Teacher.
- If possible the pupils (bully and victim) staff and parents will be reconciled.
- After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **What can pupils do if they are being bullied?**

Pupils will be regularly reminded of the following strategies:

- Remember that your silence is the bully's greatest weapon
- Tell yourself that you do not deserve to be bullied and that it is wrong
- Be proud of who you are. It is good to be individual
- Try not to show you are upset. It is hard, but a bully thrives on someone's fear
- Stay with a group of friends. There is safety in numbers
- Be assertive and shout "NO". Walk confidently away. Go straight to an adult
- Fighting back may make things worse
- It is best to tell an adult straight away – you will get immediate support

- Adults will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

### **What to do if you know someone is being bullied?**

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

### **Supervision of key areas/time in school**

All staff must be alert and observant at all times both inside and outside the classroom e.g. Playground, hall, cloakrooms and toilets. The lunch time period is a time when pupils are most at risk and could be exposed to bullying. Dinner Supervisors must communicate daily with class teachers to ensure that all children feel safe and secure.

At break times all staff must be vigilant. Any incident involving bullying is to be reported straight away to the Class Teacher.

### **Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Ensure a good rate of attendance to enable your child to feel part of the school community.
- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child or their parents on the playground. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

## **Guidelines for implementing policy:**

- Responses may vary depending on the type of bullying behaviour exhibited.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Head Teacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- Pupils are encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to pupil, parental or colleagues' concerns seriously and support the agreed procedures.
- All staff will be made aware of any incident of bullying. If it became necessary to put a child on an IEP because of bullying behaviours, all staff would be made aware of the arrangements as per above.
- The policy will be monitored, evaluated and reviewed by the Head Teacher and each Governing Body in line with the schedule in the School Development Plan.